

Message Text

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ACTION IO-14

INFO OCT-01 AGR-20 RSC-01 AID-20 EB-11 AF-10 ARA-16 EA-11

EUR-25 NEA-14 COME-00 ISO-00 TRSE-00 SWF-02 CIAE-00

INR-10 LAB-06 NSAE-00 SIL-01 OIC-04 DRC-01 /167 W

----- 092793

R 201547Z MAY 74

FM AMEMBASSY ROME

TO SECSTATE WASHDC 4878

INFO USMISSION USUN NEW YORK

USMISSION GENEVA

AMEMBASSY PARIS

AMEMBASSY VIENNA

UNCLAS ROME 6892

FODAG

E.O. 11652: N/A

TAGS: AORG, FAO, APER

SUBJ: EMPLOYEE STRIKE - FAO

REF : A. ROME 6665

B. ROME 6716

/SUMMARY/: FAO STRIKE CONTINUES BUT APPEARS SOMEWHAT WEAKENED.
STAFF AND MANAGEMENT CONSULTATIONS HAVE SOMEWHAT CLARIFIED
ISSUES BUT RESULTED IN NO AGREEMENT. DG EXPECTED ADDRESS
STAFF TUESDAY MORNING. /END SUMMARY/:

1. STAFF-MANAGEMENT DISCUSSIONS HAVE FAILED PRODUCE
AGREEMENT AND STRIKE CONTINUES. NECESSARY FUNCTIONS BEING
CARRIED OUT. MAIL ROOMS ARE LATEST UNITS BEING ALLOWED
OPERATE. PROGRAM COMMITTEE MEETING BUT THERE NO CERTAINTY IG
BANANAS, COFO AND AD HOC WP WORLD FOOD SECURITY CAN TAKE PLACE.
DG MEETING WITH DIVISION DIRECTOR'S LATE TODAY AND PLANS MORNING
ADDRESS TO STAFF ON TUESDAY. ESTIMATE IS ALMOST ALL LOCAL
GENERAL SERVICE STAFF AND ABOUT 20 PERCENT PROFESSIONALS
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STRIKING.

2. BASIC STAFF DEMANDS (UNDERLINED) AND SECRETARIAT IUNTERS
TO DATE HAVE BEEN:

(A) /STAFF RIGHT NEGOTIATE AT ALL LEVELS. FREEDOM OF
ACTION AND ADEQUATE TIME FOR SUCH NEGOTIATION/.

AGREED IN PRINCIPLE, PROVIDED NEGOTIATION BY RECOGNIZED
BODY REPRESENTING STAFF. MATTERS WITH FINANCIAL IMPLICATIONS
MAY REQUIRE GOVERNING BODY ACTION. MATTERS INVOLVING COMMON
SYSTEM MAY REQUIRE ACTION BY APPROPRIATE UN BODY. DG PREPARED
PROPOSE COUNCIL ALLOW STAFF ACCESS TO FINANCE COMMITTEE OR
OTHER COUNCIL COMMITTEES ON A VARIETY OF CONDITIONS OF EMPLOYMENT
SHOULD STAFF-MANAGEMENT NOT REACH AGREEMENT ON THESE
ISSUES. SPECIFIC REFERENCE WAS MADE TO WILLINGNESS PLACE
PROPOSALS BEFORE SPECIAL COUNCIL (JULY 15-18). DG VIEWS PRESENT
STAFF COUNCIL AS ONLY OFFICIAL REPRESENTATIVE BODY BUT INDICATED
WILLINGNESS CONSIDER FACILITIES WHICH MIGHT BE MADE AVAILABLE
ANY STAFF BODY EXERCISING RIGHT ORGANIZE.

(B) /CONVERSION FIXED TERM CONTRACTS TO PERMANENT AFTER THREE
YEARS EFFECTIVE SERVICE/.

PROPOSAL PRECLUDED BY GOVERNING BODY INSTRUCTIONS BUT DG
WILLING RECOMMEND GENERAL SERVICE CONVERSION AFTER THREE YEARS
CONTINUOUS AND SATISFACTORY SERVICE. WITH REGARD PROFESSIONALS
DG WILLING STUDY AND PROPOSE MEASURES TO EASE SITUATION BUT
RETAIN ABILITY MANAGE PROGRAM EFFECTIVELY.

(C) /PROVISIONAL ADOPTION OF GENERAL SERVICE SCALE PROPOSED
BY STAFF PENDING ADOPTION OF NEW AGREED NEGOTIATED SCALE
BEFORE OCTOBER 1974/.

DG STATES SATISFACTION WITH SALARY SCHEDULE ADOPTED BY FINANCE
COMMITTEE (NOTE: HE OMITTS FACT HE RECOMMENDED THIS SCALE)
AND FEELS THE GUIDING PRINCIPLES FOR ESTABLISHING SCALE WERE
FULLY MET. STATES, HOWEVER, HE BELIEVES AGREEMENT
ON ANY SCALE NOT POSSIBLE UNTIL FURTHER SURVEY AND IS AGREEABLE
TO THIS IN PRINCIPLE. CONSIDERS THAT NEW SURVEY CAN AND SHOULD
BE CONDUCTED IN 9 TO 12 MONTHS.

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(D) /RESTORATION OF FULL 5 PERCENT WAGE INDEX ADJUSTMENTS/.

NOTING THIS AFFECTED IN PART BY ITALIAN INCOME TAX LAWS, AND
RECENT CHANGES THEREIN, DG EXPRESSED INABILITY COMMENT
AUTHORITATIVELY ON STAFF PROPOSALS. WILLING TAKE JOINT
LOOK AT MATTER AND MAKE READJUSTMENTS IF NECESSARY.

(E) /ACCEPTANCE USE OF COMMISSARY AS PRIVILEGE CONCEDED BY ITALY/.

DG CALLED ATTENTION FACT PRIVILEGES GRANTED ORGANIZATION NOT INDIVIDUALS. AGREEABLE TO FRESH LOOK AT MATTER SINCE HEADQUARTERS AGREEMENT CURRENTLY UNDER RE-NEGOTIATION. REPORT OF CONSULTANT CURRENTLY STUDYING COMMISSARY MAY LEAD TO CHANGE IN SITUATION. PREPARED RECOMMEND TO SPECIAL COUNCIL THAT IT POSTPONE APPLICATION REDUCTION OF WAGE INDEX ADJUSTMENTS TO ALLOW DISCUSSIONS AND PERMIT JOINT STAFF-MANAGEMENT POSITION TO BE PRESENTED FINANCE COMMITTEE IN OCTOBER.

(F) /SUSPENSION STAFF EVALUATION SYSTEM/.

PROPOSAL RELATED TO STAFF DESIRE FOR IMPROVEMENTS IN CAREER PROGRAM FOR ALL STAFF. IMMEDIATE SUSPENSION ON-GOING SCHEME TO WHICH TIME AND MONEY DEVOTED IS NOT JUSTIFIED. WILLING DISCUSS EVALUATION, PLUS WORKING HOURS, SECURITY OF EMPLOYMENT WHEN REPRESENTATIONAL ISSUE RESOLVED.

(G) /IMMEDIATE NEGOTIATION RETROACTIVE PAYMENT OF 4-MONTH WAITING PERIOD FOR PROFESSIONAL POST ADJUSTMENT INCREASES/.

DG NOTES JULY ICSAB SESSION SCHEDULED EXAMINE MAJOR ELEMENTS PROFESSIONAL SALARIES, POST ADJUSTMENTS, ETC. AND WISHES LEARN STAFF VIEWS THESE ITEMS PRIOR SESSION.VOLPE

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